



Anti-Bullying Policy

Introduction

Bullying is not easy to define, can take many forms and is usually repeated over a period of time. The three main types of bullying are:

- **physical** e.g. punching, pushing
- **verbal** e.g. racist or homophobic remarks, threats, name calling
- **emotional** e.g. isolating an individual from activities

They will all include:

- Deliberate hostility and aggression towards the victim
- A victim of bullying
- An outcome which is always painful and distressing for the victim

Bullying behavior may also include:

- Other forms of violence
- Sarcasm, spreading rumors, persistent teasing or theft
- Tormenting, ridiculing, humiliation
- Racial taunts, graffiti gestures
- Unwanted physical contact or abusive or offensive comment of a sexual nature

We understand that bullying behaviour can sometimes be a reaction to the behaviour of another child.

Bullying can be identified more easily using a 'Several Times On Purpose' viewpoint. Although, bullying may fall outside of this scope.

Systems in place to prevent bullying

We aim to have no instances of bullying at Camp Glide. Camp Glide is a positive environment for staff, children and parents. In addition to the positive relationships, Camp Glide also promotes equality, good values, tolerance and safety.

Procedures for children who feel they are being bullied:

- Tell the child who is making you unhappy to stop and explain that what they are doing is making you feel sad. Tell them that if they don't stop you will have to tell an adult.

- If it continues you must always tell a staff member at Camp Glide or a parent.
- If you don't tell someone at Camp Glide, tell someone at home and they will help you.
- Action can and will be taken if someone is making you unhappy.

Procedures for Parents

If a parent suspects that their child is being bullied, then the following procedure should be followed:

- Listen to your child. Consider whether this is several times on purpose or whether it is a single incident.
- Encourage your child to tell the child who is upsetting them that what they are doing is not making them feel good and if they don't stop they will tell an adult.
- Encourage your child to inform a staff member or inform a staff member directly who will discuss the issue with you and record the key information.
- Allow time for the staff to investigate and initiate support activities for the children.

The bully will be given a chance to stop. If the situation continues a staff member will inform the Camp Glide Manager who will:

- Keep a record for any future action.
- Consider all the relevant information and involve parents in developing strategies to improve the situation for the bully and your child.
- Exclude persistent bullies or those whose bullying is considered extreme in nature.

Procedures for Staff

All staff follow the same procedure when an incident of suspected bullying is reported or witnessed:

- Reassure the child/parent that they have done the right thing by telling someone.
- Ensure the child knows that the best thing is not to retaliate.
- Listen to the child/parent and make a record of any key information with names, dates and times.
- Collect any evidence (written for example) or a witness. (In the case of cyber bullying help the person to keep evidence such as screen capture or not deleting emails or texts and help the child to understand how to prevent a repeat i.e. changing contact details, leaving a chatroom etc.)
- Sit the offending child down and explain the consequences of bullying or both themselves and their victim. Inform the child of appropriate action to be taken. This action must be followed through.
- Comfort and inform the victim of actions taken.
- The supervisor may talk to set of parents either immediately or at the end of the day to inform them of the situation and how it is being dealt with.
- Share the information with the Manager and consider subsequent action and support. For cyber bullying we will inform parents of the situation. It is difficult for Camp Glide to prove cyber bullying and to deal with it as it occurs outside our premises. Parents may speak to the Camp Glide Manager about how to deal with cyber bullying.

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- Inform both sets of parents of action to be taken.
- If bullying persists the Camp Glide Manager will involve the parents in improving the situation.

Cyber Bullying

The experience of being cyber bullied can be very painful for those who are the targets. Adults need to help children and young people prepare for the hazards of using technology while promoting learning and social opportunities. Some forms of cyber bullying are different from other forms:

- Through various media children can be cyber bullied 24 hours a day.
- People who cyber bully may attempt to remain anonymous.
- Anyone of any age can cyber bully.
- Some instances of cyber bullying may be unintentional – such as a text sent as a joke or an email to the wrong recipient.

Prevention

We recognize that the best way to deal with cyber bullying is to prevent it from happening in the first place. Camp Glide can only limit cyber bullying through positive actions and education of appropriate use of technology. Camp Glide has little/no opportunity to prevent technology entering Camp glide.

Understanding Cyber bullying

The child care community is aware of the definition of cyber bullying and the impact cyber bullying has. Staff are informed how cyber bullying may occur.

Impact Review

The impact of this policy will be reviewed regularly. Parents are encouraged to leave feedback about our policies.

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Andy Setters